



# LAWS PROHIBITING EMPLOYMENT DISCRIMINATION

## NOTICE TO EMPLOYEES

**You have the right to** be free from unlawful discrimination in your employment. All applicants and employees of private and public employers (except the federal government), union members, and job seekers in employment agencies are protected by Hawaii law against employment discrimination.

You cannot be denied a job, fired, or subjected to unequal terms and conditions of employment because of your race, sex, sexual orientation, age, religion, color, ancestry/national origin, disability, marital status, or arrest and court record (except in limited circumstances). Sexual harassment by a supervisor or co-worker is a form of sex discrimination.

### ***Examples of Unlawful Employment Discrimination:***

- If you are a pregnant employee and are denied leave recommended by a doctor, or are denied reinstatement to the same or comparable position after giving birth.
- If you are subjected to unwanted sexual advances or demands, offered benefits in exchange for sexual favors, threatened with demotion, firing, or loss of benefits for refusing sexual advances, or subjected to unwelcome sexual conduct.
- If you are denied a job or a promotion because of your race, sex, sexual orientation, age, religion, color, ancestry, disability, marital status, or arrest and court record (except in limited circumstances).

### ***Filing a Complaint:***

**You have the right to** file a complaint if you have been subjected to discrimination because of your race, sex, sexual orientation, age, religion, color, ancestry, disability, marital status, or arrest and court record. You can file a complaint by calling the Hawaii Civil Rights Commission. Under state law, you must file your complaint within 180 days of the act of discrimination.

**You have the right to** be free from discriminatory or retaliatory action from your employer for filing a complaint, participating in an investigation, or opposing a discriminatory practice.

### ***Hawaii Civil Rights Commission:***

Oahu: ..... 586-8636  
Hawaii: ..... 974-4000, ext. 6-8636  
Maui: ..... 984-2400, ext. 6-8636  
Kauai: ..... 274-3141, ext. 6-8636  
Molokai/Lanai: . . . . . 1-800-468-4644, ext. 6-8636

This notice provides general background information on Hawaii laws prohibiting discrimination in employment, which are administered and enforced by the Hawaii Civil Rights Commission. This is not intended to serve as a substitute for legal counsel. For specific legal advice on individual situations, please consult an attorney.

**Nelson B. Befitel, Director**  
**Department of Labor and Industrial Relations**

\*You may satisfy Hawaii Labor Laws' posting requirements by posting our official labor law poster. Click this link for more information: [http://hawaii.gov/labor/poster\\_2006.shtml](http://hawaii.gov/labor/poster_2006.shtml)